



HQ Air Force Personnel Center



Airman Assignments



**CMSgt Carl McCoy
AFPC/DPAA**

OVERVIEW

AFPC



☑ **ASSIGNMENTS**

☑ **MANNING/READINESS**

☑ **CURRENT ISSUES**

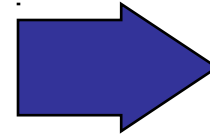


TEAM ASSIGNMENTS

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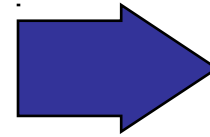


- ❑ 2 Personnel Officers



**276,305
ENLISTED**

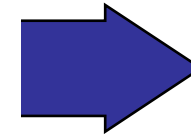
- ❑ 4 Civilians



**91,500
ASGMTS/YR**

- ❑ 84 Enlisted

- ❑ 10
Backshop
Personnel

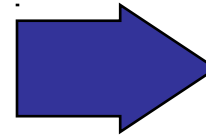
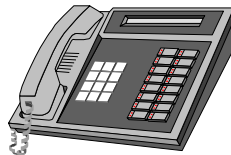


**1.2M INCOMING
EMAILS/YR**

- ❑ 22
Functional
Advisors

- ❑ 50 Asgmt
NCOs

- ❑ 2 Info Mgrs



**500K+
CALLS/YR**

Ratio 1 - 7,000

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Team Players



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COMMANDER



MAJCOM



MPF/CSS



MEMBER

Our Core Values

Primary Focus



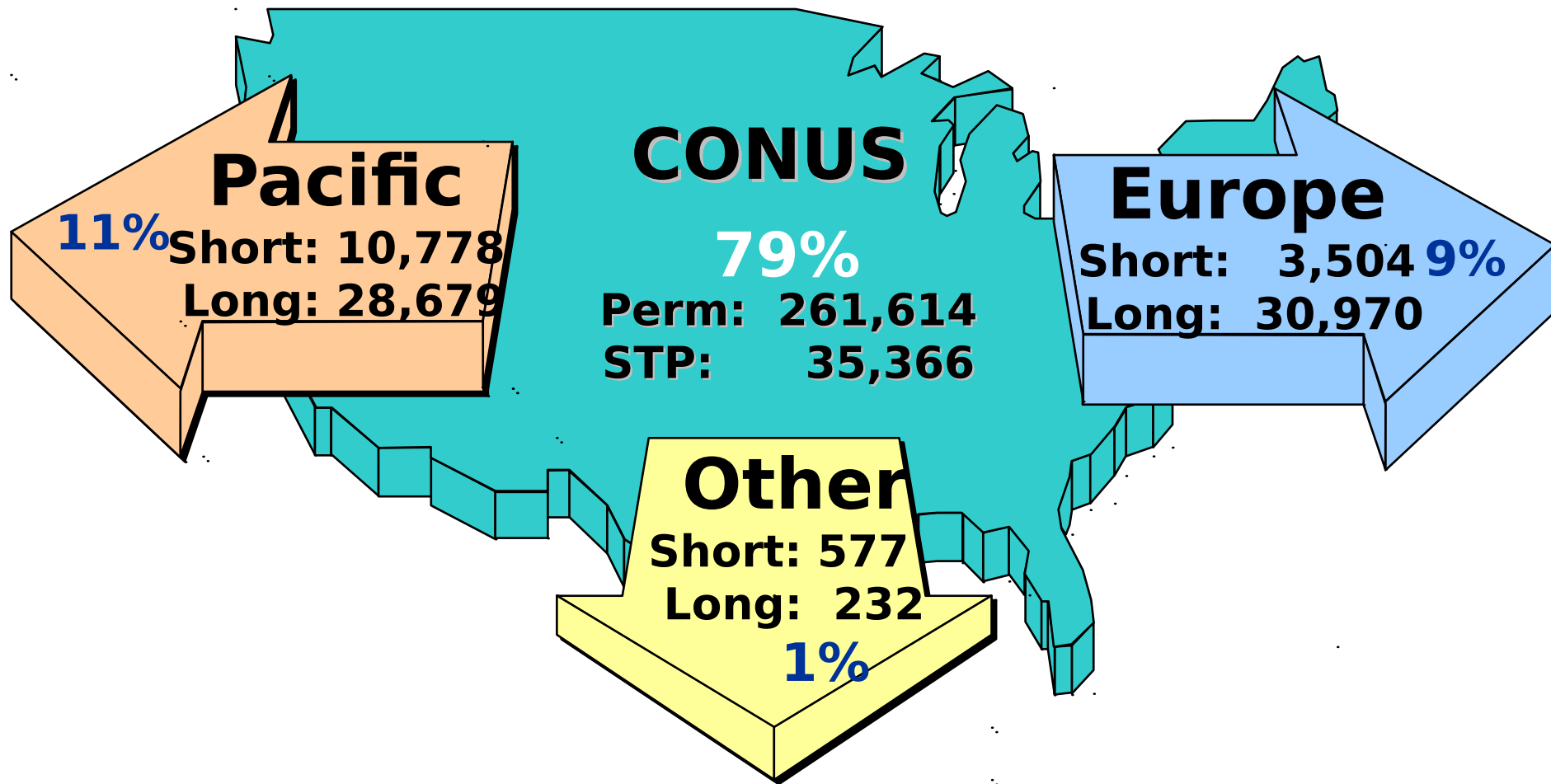
- ✓ **Man the Air Force**
 - ✓ **Mission priorities**
 - ✓ **Resource distribution**
 - ✓ **Fiscal responsibility**

- ✓ **Take care of people**
 - ✓ **Fairness & Equity**
 - ✓ **Sensitivity**
 - ✓ **Visibility**



Worldwide Commitments

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The Basic Rules

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✓ Assignment Eligibility

✓ Time On Station

✓ First Term Airman

✓ CONUS-to-CONUS = 12 months

✓ CONUS-to-O/S = 12 months

✓ Career Airman

✓ CONUS-to-CONUS = 36 months

✓ CONUS-to-O/S = 24 months

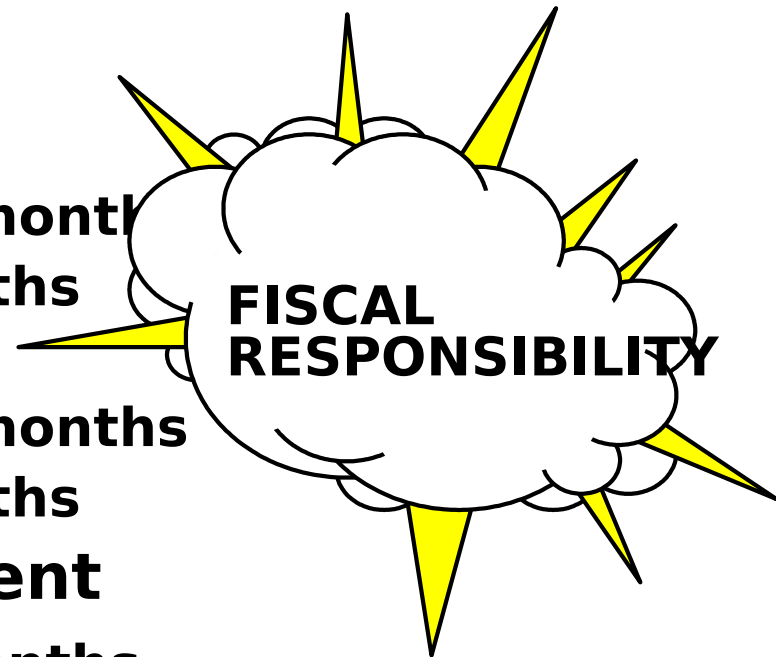
✓ Retainability Requirement

✓ CONUS-to-CONUS = 24 months

✓ O/S-to-CONUS = 12 months

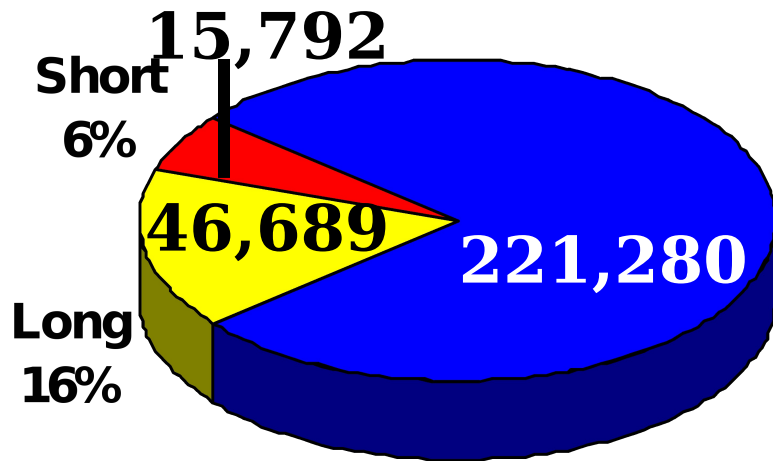
✓ CONUS-to-O/S = enough to complete tour length

✓ Other Requirements

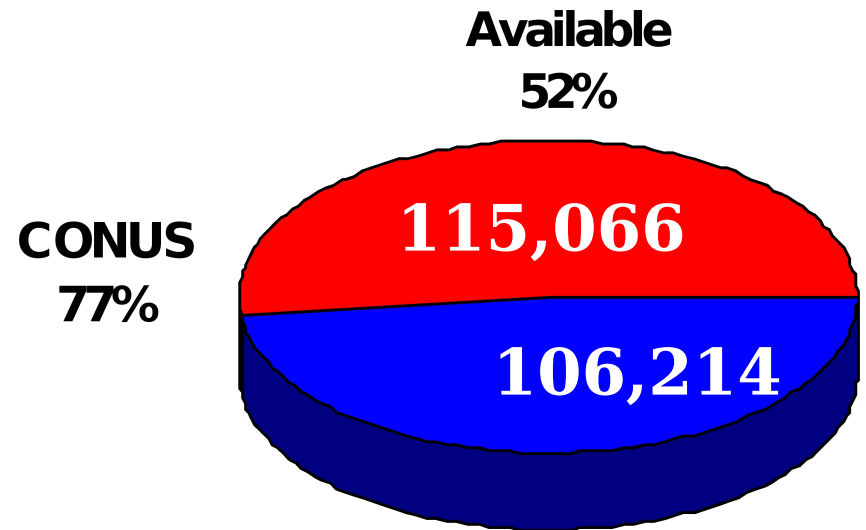


Assignment Availability

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**ASSIGNMENT
AREA**



**AVAILABILITY FOR
OVERSEAS ASSIGNMENT**

EQUAL

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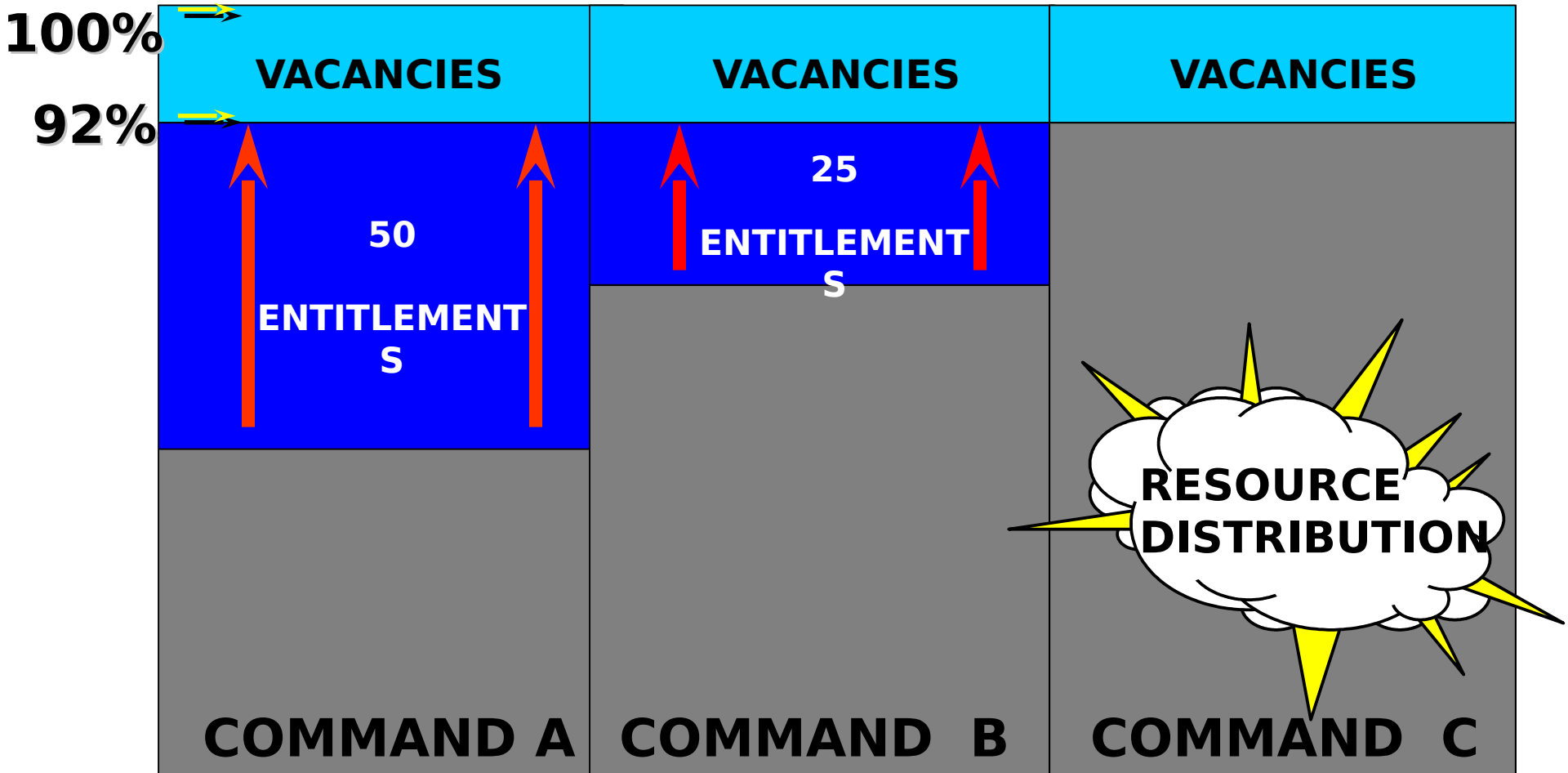
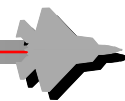


- Advertises for rotational assignments
- Provides “manning need” visibility
- Troops need to be involved
- Preferences must be tailored to requirements

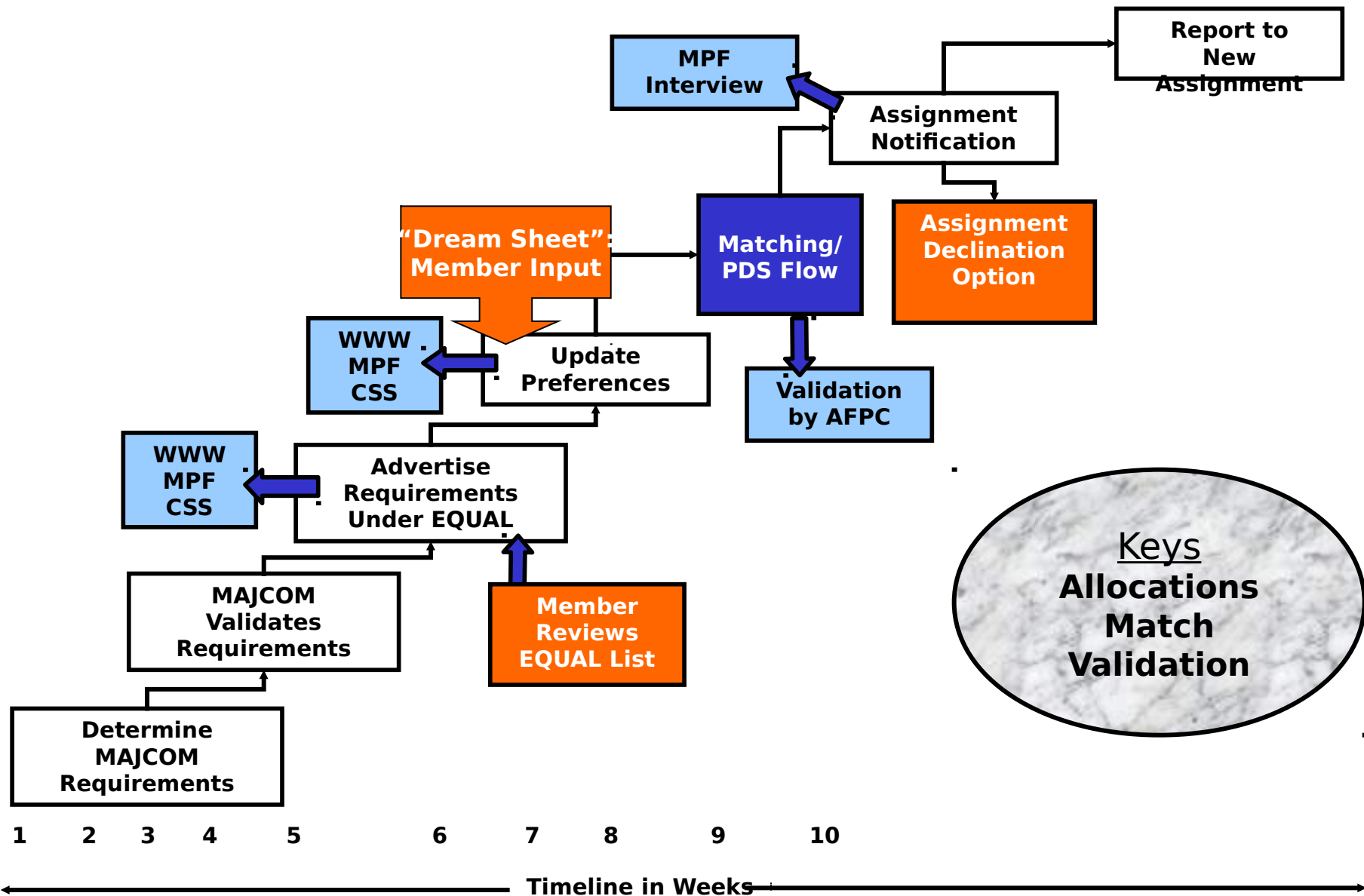


“Entitlement vs Vacancy”

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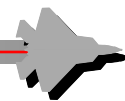


EQUAL Overseas Cycle



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The Process “Overseas Allocation Cycle Schedule”



<u>RNLTD</u>	<u>AVAILABLE TO CUSTOMER</u>	<u>PREF DUE</u>	<u>PDS FLOW</u>
APR/MAY/JUN 05	3 AUG 04	19 AUG 04	26 AUG 04
JUL/AUG/SEP 05	2 NOV 04	18 NOV 04	26 NOV 04
OCT/NOV/DEC 05	1 FEB 05	17 FEB 05	25 FEB 05
JAN/FEB/MAR 05	4 MAY 05	21 MAY 05	28 MAY 05

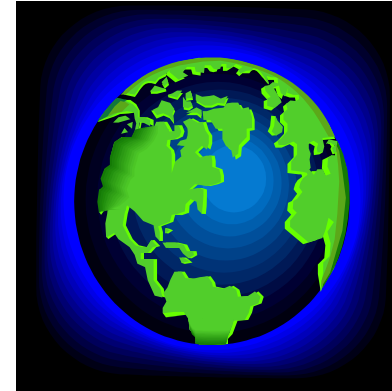
**NOTE: DATES SUBJECT TO CHANGE DUE TO SYSTEM
AVAILABILITY**

"Overseas Selection Priority"

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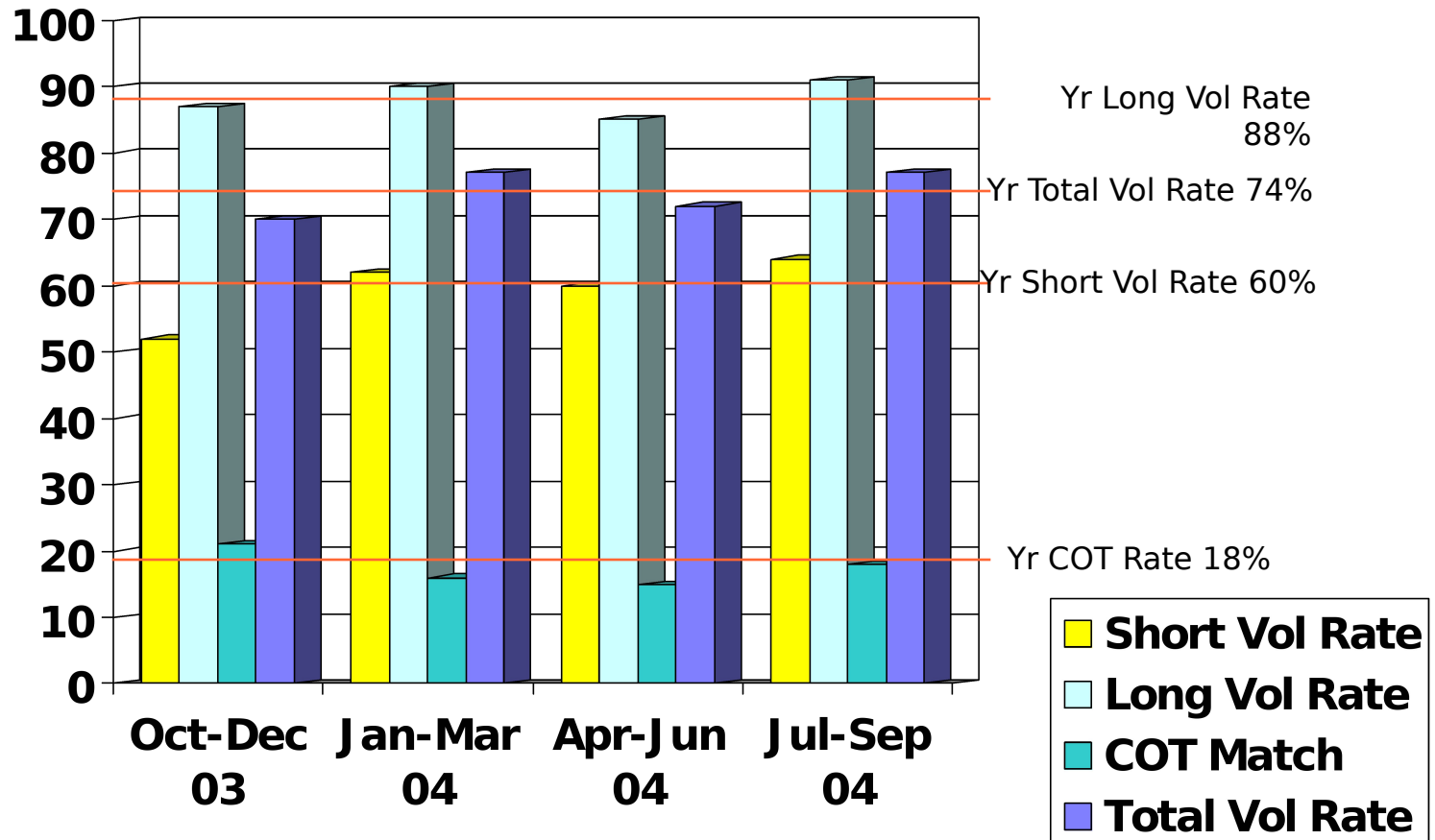
- ☑ **COT Volunteers**
- ☑ **CONUS Volunteers**
 - ☑ **Short Tour Volunteer**
 - ☑ **Extended Tour Volunteer**
 - ☑ **Standard Tour Volunteer**
- ☑ **Non-Volunteers**
 - ☑ **By ODSD for Long Tour Selections**
 - ☑ **By Fewest # of Short Tours and**



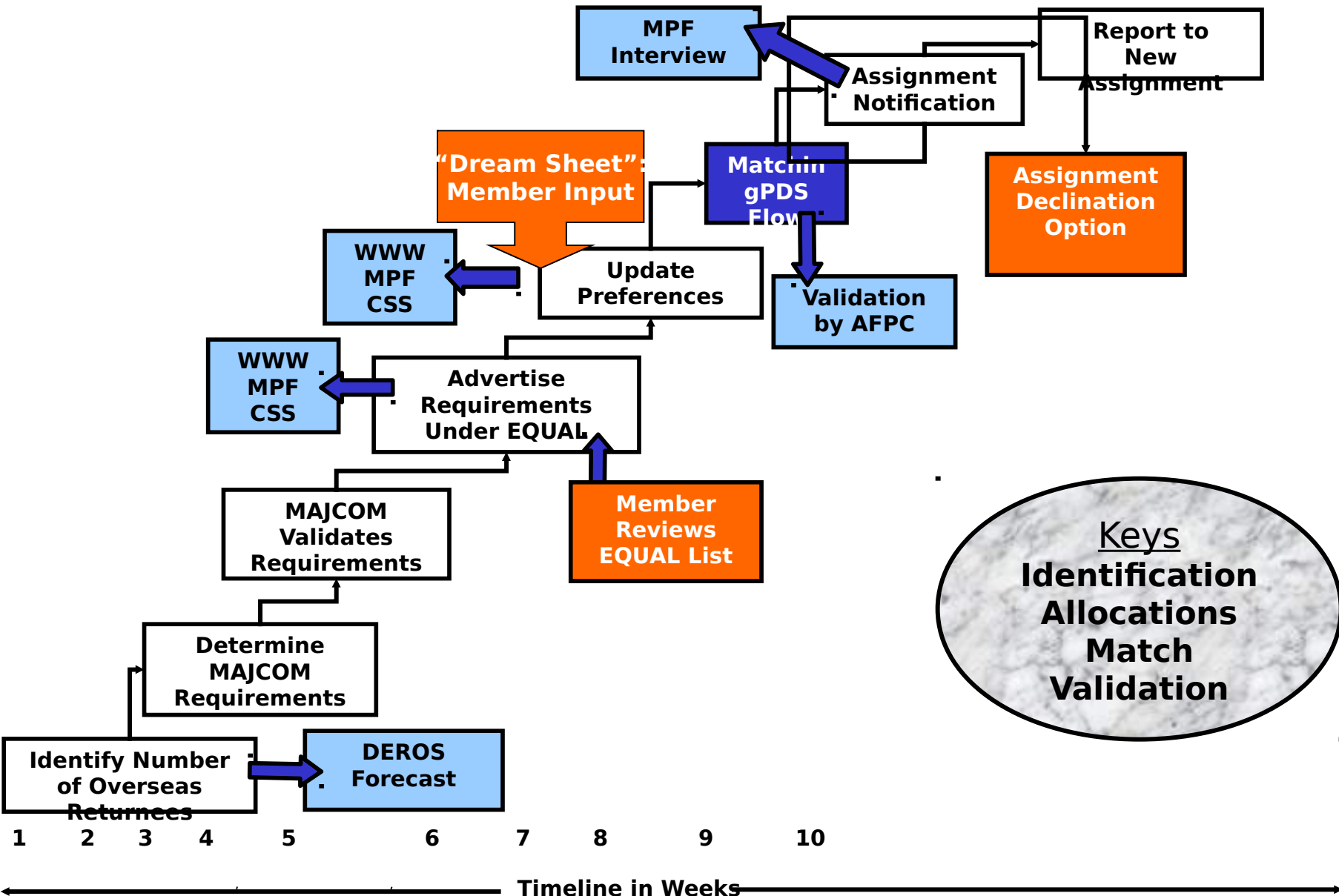
*Note: We select short tour assignments
STRD for Short Tour
Selections FIRST!*

Overseas Volunteer Rates

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EQUAL Overseas Returnee Process



The Process

“Returnee Allocation Cycle Schedule”



AFPC

<u>DEROS</u>	<u>AVAILABLE TO CUSTOMER</u>	<u>PREF DUE</u>	<u>PDS FLOW</u>
NOV/DEC/JAN 05	13 JUL 04	29 JUL 04	6 AUG 04
FEB/MAR/APR 05	11 OCT 04	28 OCT 04	5 NOV 04
MAY/JUN/JUL 05	11 JAN 05		04 FEB 05
AUG/SEP/OCT 05	20 APR 05	27 JAN 05	7 MAY 05
NOTE: DATES SUBJECT TO CHANGE DUE TO SYSTEM AVAILABILITY			
		30 APR 05	

“Overseas Returnee Selection Priority”

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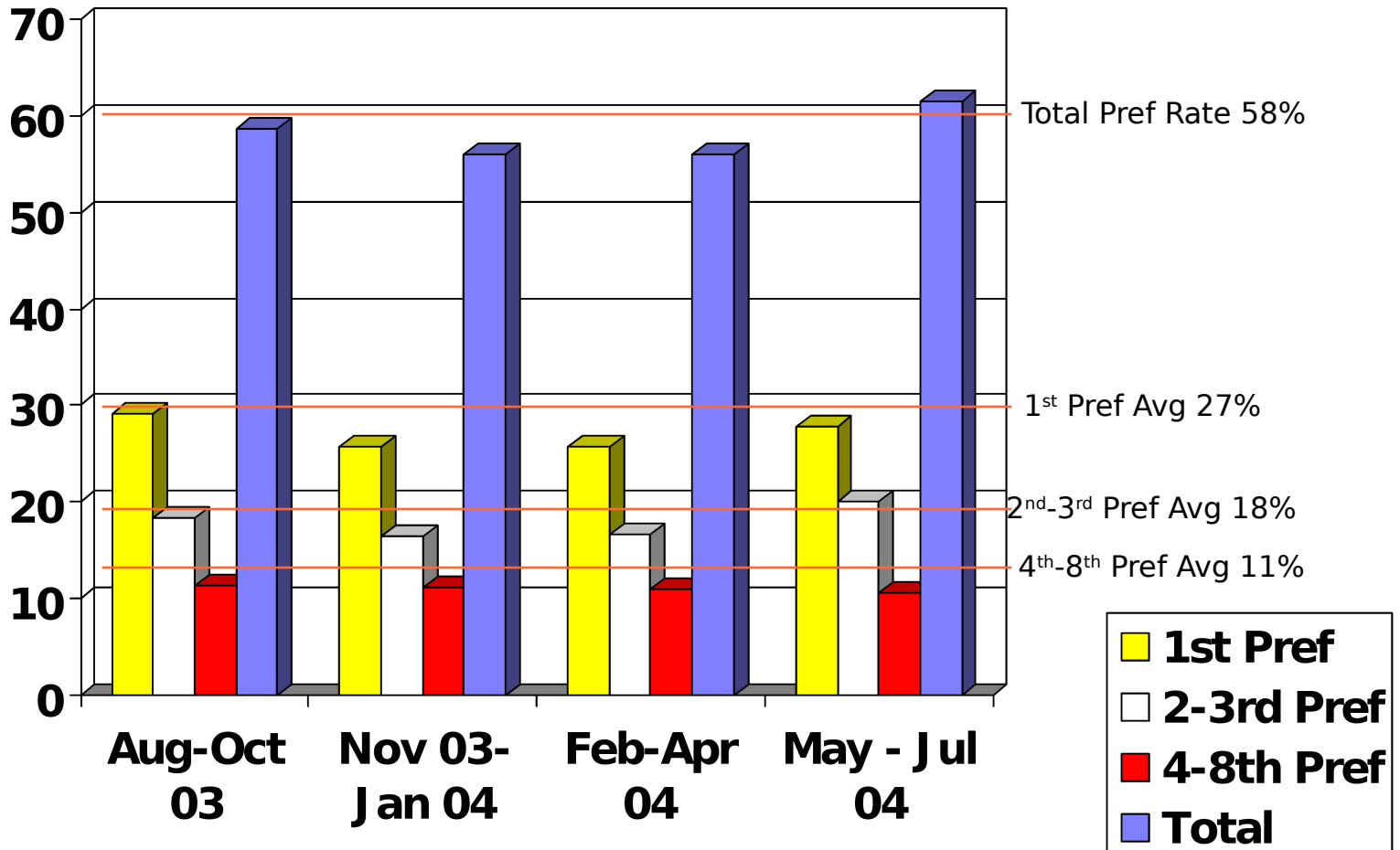
- ☑ **Short Tour Returnees (Unaccompanied)**
 - ☑ **17 month or less dependent restricted tour**
 - ☑ **All other 17 month or less tours**

- ☑ **All Other Returnees**
 - ☑ **18 month or more tour, regardless of accompanied**



Overseas Returnees Match Rates

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The Cycle

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**Manning
Averages/
of Overseas
Returnees**

**Determines
Requirements**

MAJCOM

Review



**Advertise
Requirements
Under EQUAL**

**Update
Vol
Statement**



**Match
Process**



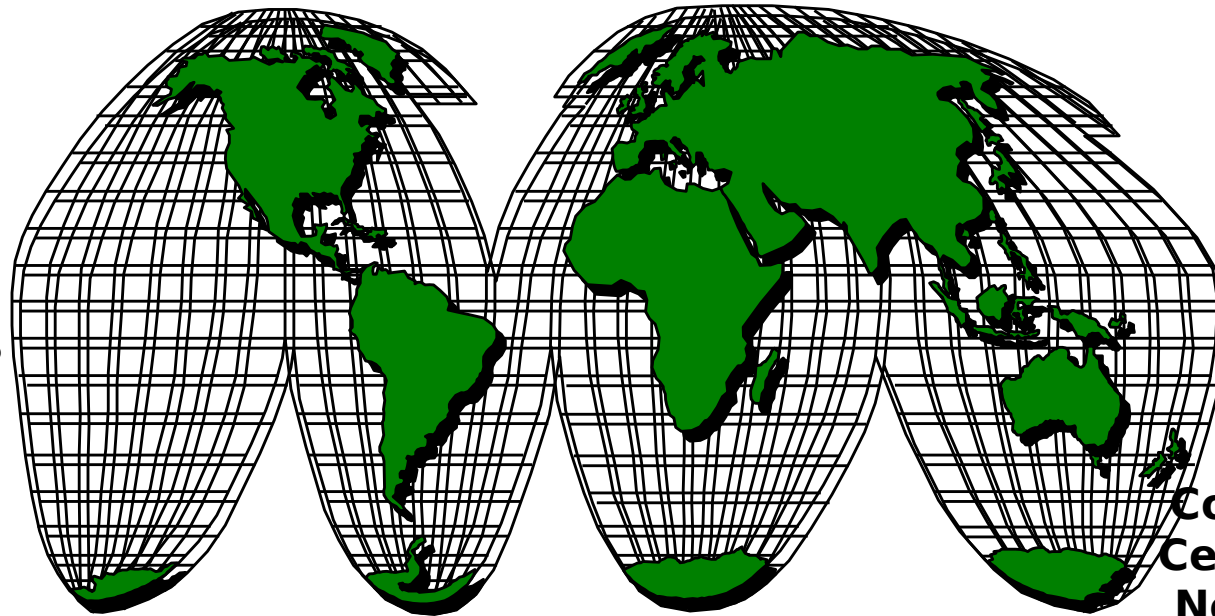
**Member's
Assignment**



**MPF
Interview**



**Commander
Certification/
Notification**



“EQUAL-Plus”

AFPC



- ☑ **Advertises unique assignments**
 - ☑ **Special duties**
 - ☑ **Joint/Departmental duties**
 - ☑ **Short notice assignments**
 - ☑ **CMSgt assignments**
- ☑ **Provides job description/qualifications**
 - ☑ **Locations**
 - ☑ **Points of contact**
 - ☑ **Vol by date**
- ☑ **Updated weekly**



EQUAL-Plus Process

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- ☑ **Job advertised for a minimum of 15-30 Days**
- ☑ **Volunteers**
 - ☑ **Outright volunteers for six digit job ad**
 - ☑ **Volunteers for state/area/region/locale**
- ☑ **Non-Volunteer(s)**
 - ☑ **Overseas**
 - ☑ **Most eligible non-vol from EOS**
 - ☑ **CONUS**
 - ☑ **Racked/stacked by DAS**
 - ☑ **Availability (HYT, AAC, ALC)**

“Special Programs”

AFPC



- ☑ **Voluntary Stabilized Base Assignment Program (VSBAP)**
- ☑ **CONUS Exchange Program**
- ☑ **Humanitarian/Exceptional Family Member Program**
- ☑ **Expanded Permissive**
- ☑ **Home Basing/Follow-on**
- ☑ **Command Leveling**

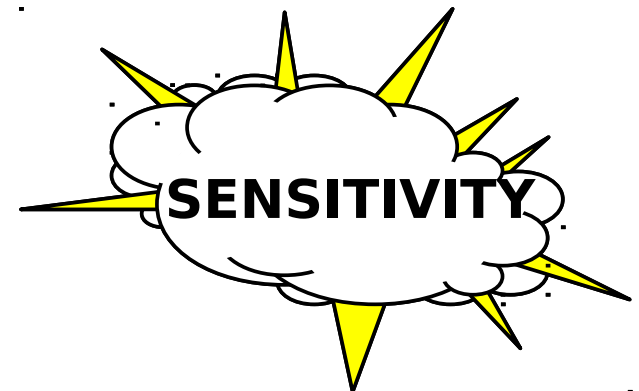


“Special Programs”

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- ☑ **Base of Preference Programs (BOP)**
 - ☑ **Approved by CSAF Aug 00**
 - ☑ **Retention tool**
 - ☑ **Replaced VECAP**
 - ☑ **CONUS to CONUS only**

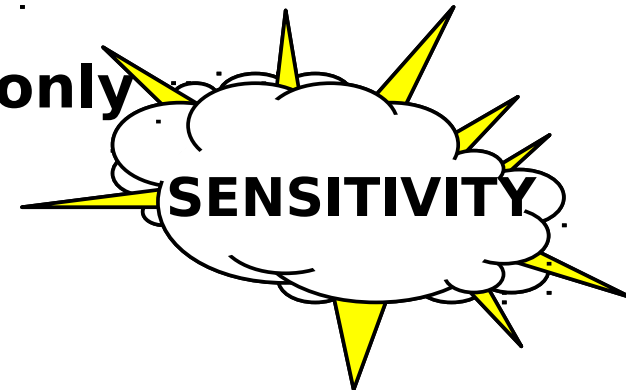


“Base of Preference”

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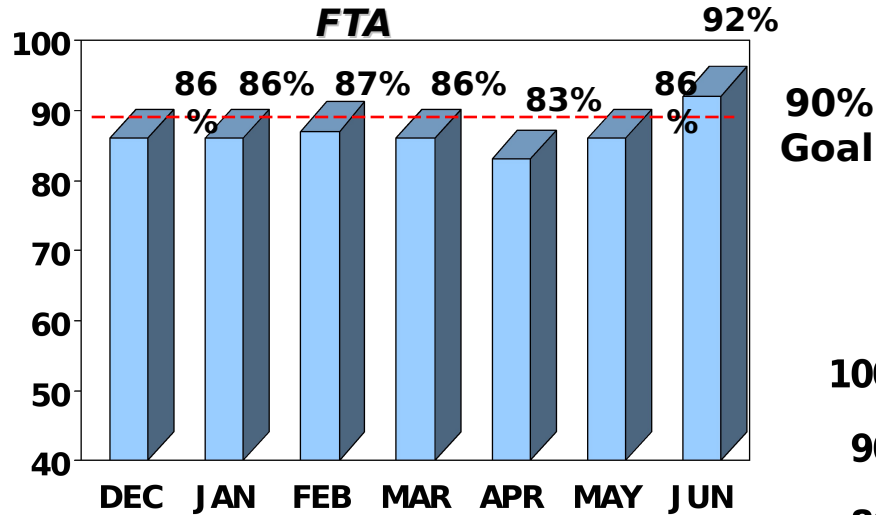


- ☑ **First Term Airman (FTA)**
 - ☑ **SRP/CJR tied into the application process**
 - ☑ **8 months TOS to apply - 12 months to PCS**
 - ☑ **OS returnees can apply**
 - ☑ **OS vulnerability/losing manning not factored**
- ☑ **Career Airman**
 - ☑ **41 months TOS to apply - 48 months to PCS**
 - ☑ **OS vulnerability considered**
 - ☑ **Losing manning factored**
 - ☑ **Applies to CONUS personnel only**



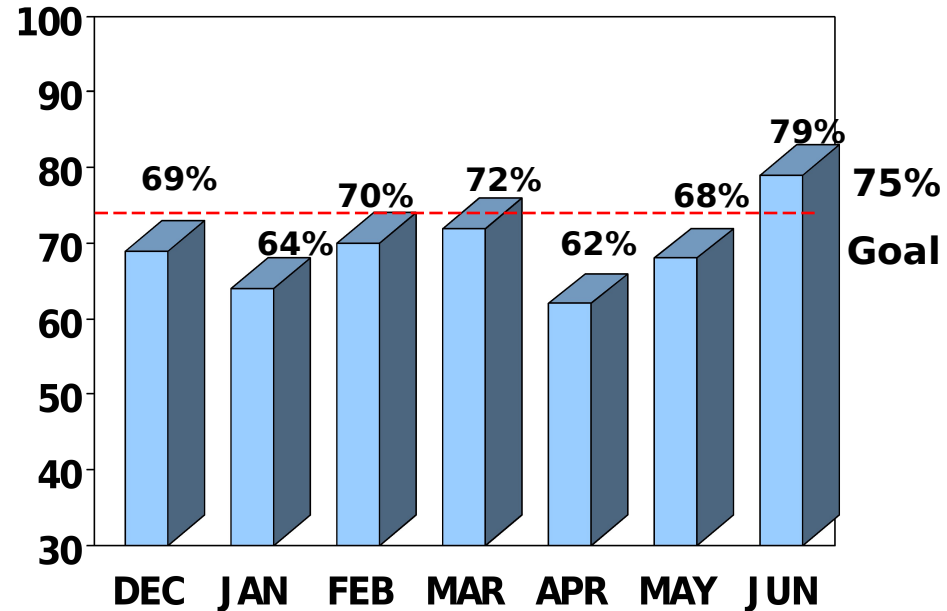
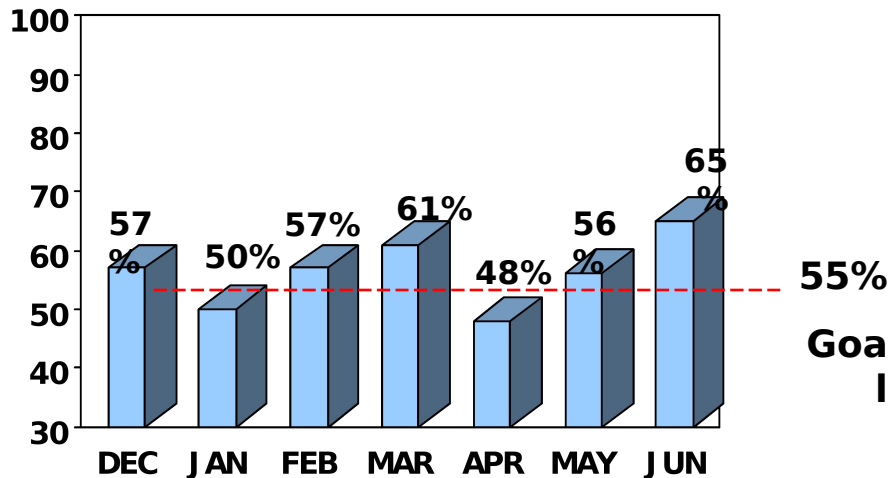
Base of Preference Program Stats

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OVERALL

CAREER



Join Spouse

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- ☐ **Serve in own right**
- ☐ **Intent code is precedent over local**
- ☐ **OS volunteers selected only if spouse requirement within 6 months of RNLTD**
- ☐ **Spouse considered for non-vol selections**
- ☐ **Concurrent short tours (join spouse intent code "A")**
- ☐ **Do not normally play in EQUAL Process**



Ways to help yourself

AFPC



- ☒ **It's your assignment system...be familiar!**
- ☒ **Lots of myths, avoid "bath room lawyers"**
- ☒ **Use your chain of command**
- ☒ **Exercise the system**
- ☒ **Stay current on programs**
- ☒ **Comply with the rules/understand timelines**
- ☒ **Challenge it if it's not right**

Ways to help yourself

AFPC



- ☒ **Maximize your preferences**
- ☒ **If you don't want a short, don't volunteer!**
- ☒ **High Time-on-station makes you "hot"**
- ☒ **A "short tour" is often the doorway to somewhere else**

SUMMARY

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- ☒ **Assignments is big business**
- ☒ **Systems driven/Human oversight**
- ☒ **Balance between mission and people**
- ☒ **Visibility, fairness and equity matter**
- ☒ **Common sense is a prime factor**
- ☒ **“Ignorance is not bliss”**

OVERVIEW

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☑ **ASSIGNMENTS**

☑ **MANNING/READINESS**

☑ **CURRENT ISSUES**



Competing Priorities

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OIF/OEF/GWOT

KOREA

LOW DENSITY/HIGH DEMAND

FA-22

UAV

INTEL/LANG



SPECIAL OPS

MAJCOMS

SPECIAL DUTY

JOINT/DEPARTMENTAL

FUNCTIONAL PRIORITIZATION

“Air Force Manning Policy”

AFPC



- ☑ **Priority unit...100% or worldwide average**

- ☑ **Varies by AFSC**



- ☑ **Overseas**

- ☑ **Short tour--100% at Air Force expense**

- ☑ **Long tour--100% or worldwide average**

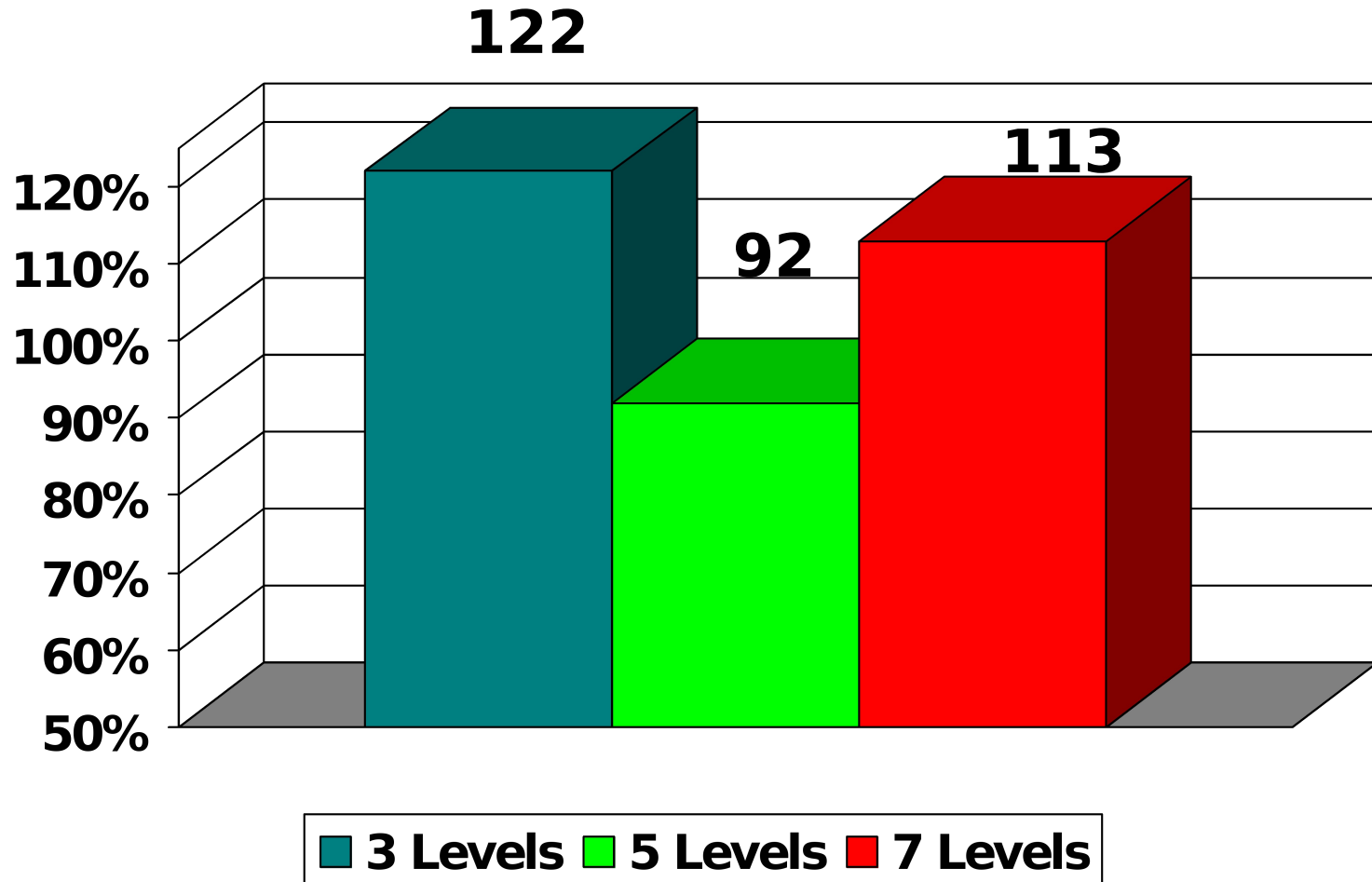
- ☑ **Remaining to CONUS...fair share**

- ☑ **Commands determine where**



Skill Level Manning

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Stressed Career Fields

Expeditionary Combat Support Shortages

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A Partial List ...

Cryptologic Linguist

Special Investigations

Security Forces

Fuels

Imagery Analysis

Electronic Systems Security Assessment

Electronic Signal Intelligence Exploitation

Readiness

Services

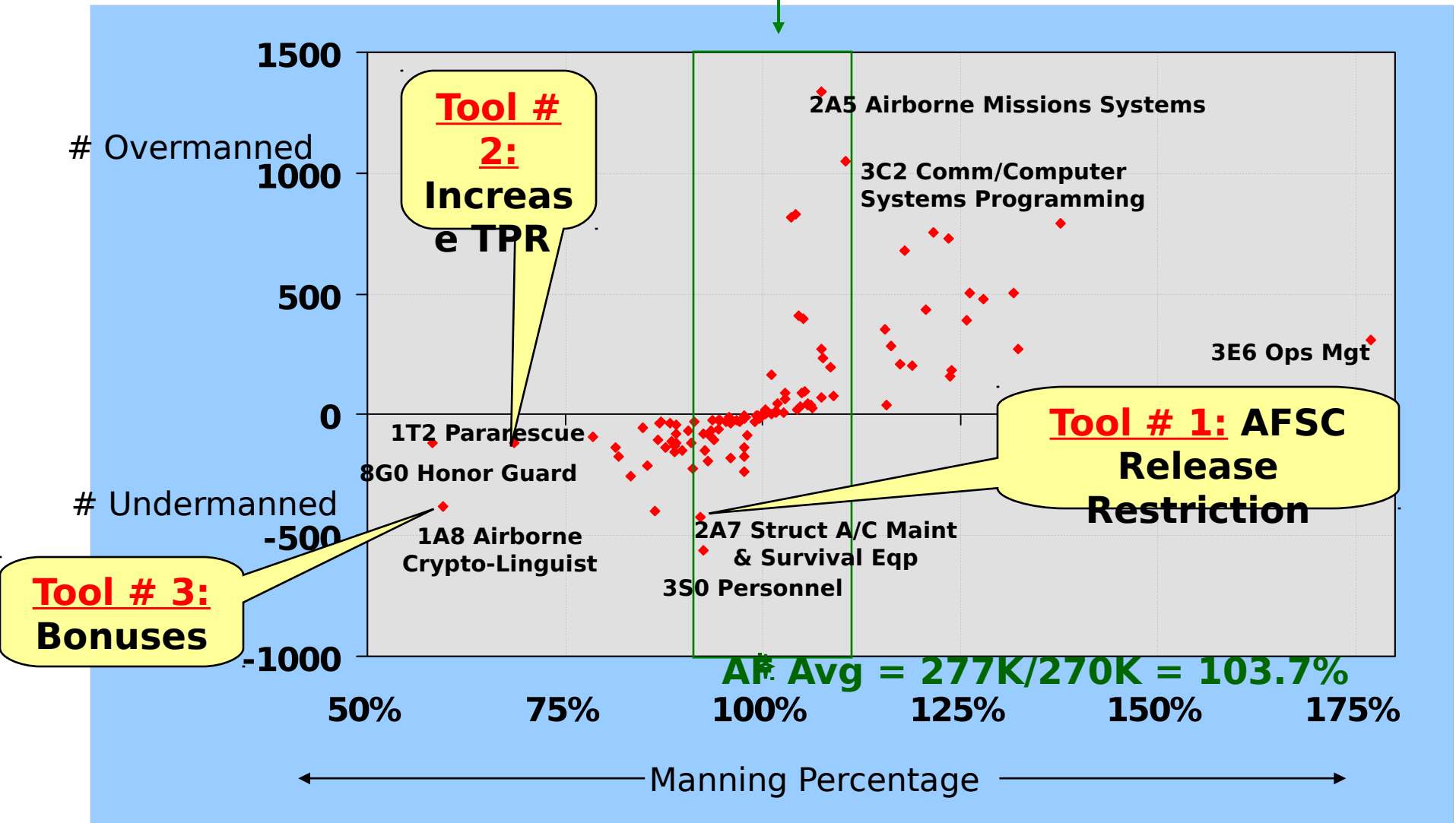
Signal Intelligence Analysis

Enlisted Manning

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Objective: Get all AFSCs in the Box!



AFSC Release

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- ☑ There is no “no-release” list
- ☑ Every request evaluated on own merit
- ☑ Special Duty Disapprovals “approved” by DPAA
- ☑ Manning Primary Consideration, but others
 - ☑ OPTEMPO/GWOT/AEF/UTC Considerations
 - ☑ Health of AFSC, e.g., High 3 levels? Training Burden?
 - ☑ Individual Status, e.g., Overseas Vulnerable?

VIEW IS TO RELEASE, BUT....

OVERVIEW

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☑ **ASSIGNMENTS**

☑ **MANNING/READINESS**

☑ **CURRENT ISSUES**



Current Issues

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- ☑ **“Selection” Process for Special Duty**
- ☑ **SRBs and “other” utilization**
- ☑ **Commitment to Functional Association**
- ☑ **High School Senior Asgn Deferment Program**
- ☑ **AEF and Assignments**
- ☑ **CAREER Job Reservation Program**

Current Issues

AFPC



- ☑ **Assignment Declination, (7-Day Option)**
- ☑ **Local Manning Hires, e.g., Honor Guard, FTAC, CAA, Dorm Manager**
- ☑ **CONUS Mandatory Mover Program (CONUS EQUAL)**
- ☑ **Force Development**
- ☑ **Customer Service Delivery**
- ☑ **CAREER Job Reservation**

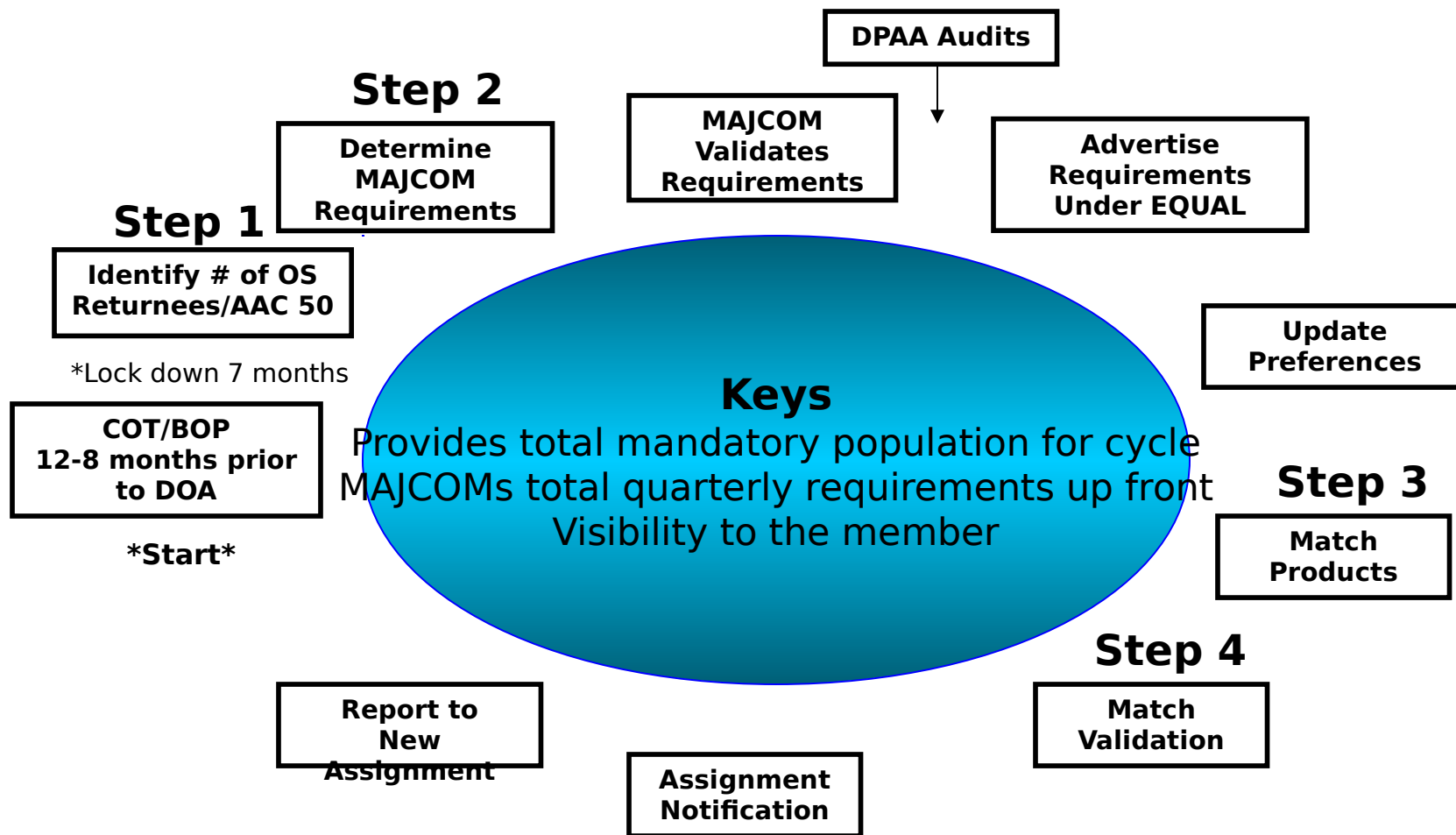
AI



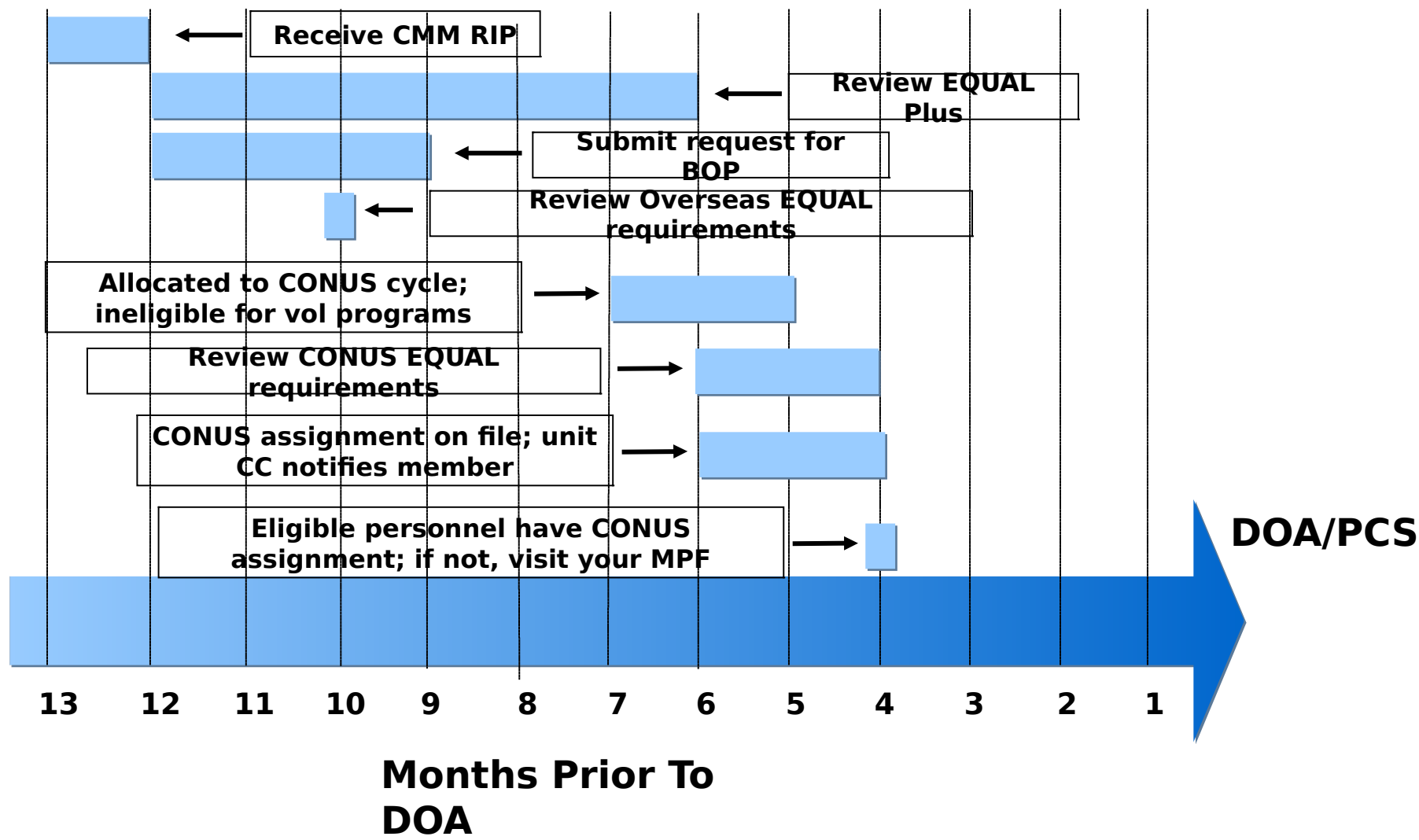
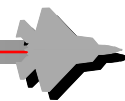
**What's
on your
mind?**

OSR/CMM EQUAL Process

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Individual CMM Timelines



Current Assignment Issues

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- ☑ CONUS Mandatory Mover Program (CMM)
 - ☑ Personnel on max tours (AAC 50s) now have visibility on requirements
 - ☑ Locations advertised via EQUAL with OS Returnee Cycle
 - ☑ Prioritized by DOR among all CMM personnel
 - ☑ Increases options available to members
 - ☑ Consolidates personnel to allow MAJCOMs more accurate picture to all prioritization of fills

CMM Program

Pros

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☑ Pros

- ☑ Provides a means to manage increasing population
- ☑ Consolidates 2 like processes into one cycle
- ☑ MAJCOMs can more effectively manage resources
 - ☑ Reduce leveling requirements
- ☑ Reduces assignment inquiries
- ☑ Process developed by those that work it everyday
- ☑ Supports the enlisted assignment system pillars:
Equity, Fairness, Visibility

Troops have realistic opportunity